

LDR 813-42: Organizational Dynamics(Fall 2024)

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Assignment #1

Assignment #1 – Course Essential Elements

1. Select One (1) Core Essential Element from the Syllabus Outline:

- a. Create a 350-word original discussion paper (with cited sources) during the first week of the term. Post this document in DIAL.
- b. Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

Course Essential Elements (EE)

1. People Problems in Organizations
2. Essential Elements of Management Theory and Practices

3. Group and Teamwork Dynamics

4. Organizations Relations to Society

Group and Teamwork Dynamics

I am choosing Group and Teamwork Dynamics as the essential element. I work as a principal in running a school. It involves bringing employees from various religions, classes, ethnicities, genders, ages, and political affiliations to work together to educate and supervise students. Every person is needed and expected to perform. There are multiple teams such as grade level, special education, related arts, student services, and of course, the administrative team. The video, "Understanding Group Dynamics," explains that as a leader of an organization, you are a member of a small group and all groups have group dynamics (2016). Group dynamics involve interactions between your group and how your group interacts with other groups (St. Thomas Aquinas College, 2016). Group dynamics are so crucial that Fortune 500 companies indicated it as the number one reason for employee termination (2016). Understanding group dynamic stages of forming, storming, norming, performing, and adjourning can assist in building effective groups (2016). This starts with the leader of the group modeling expected behavior, such as being quiet when others are speaking (2016).

The leader can also guide the team to find the single right plan. The leader can influence finding the right plan through the iterative process, which is providing constant feedback for improvement (Wujec, 2010, p. 1). The research reflects this in that "a high team performance is not so much predicted by how able single team members are but by the way they cooperate with one another: the team process" (Kolbe & Boos, 2019). Therefore, actionable feedback and encouragement from the leader are critical. Recent team research revealed that team members'

interaction patterns rather than the frequencies of their actions determine the difference between higher and lower-performing teams (2019).

Works Cited

Kolbe, M., & Boos, M. (2019). Laborious but elaborate: the benefits of really studying team dynamics. *Frontiers in Psychology, 10*, 1478.

St. Thomas Aquinas College. (2016, October 11). Understanding group dynamics [Video file].

YouTube. <https://www.youtube.com/watch?v=uL6x99-VSBA> [Time = 10:34]

Wujec, T. (2010, February). Build a tower, build a team [Video file]. TED. [https://www.ted.com/](https://www.ted.com/talks/tom_wujec_build_a_tower_build_a_team)

[talks/tom_wujec_build_a_tower_build_a_team](https://www.ted.com/talks/tom_wujec_build_a_tower_build_a_team) [Seminal] [Time = 6:35]